

West Norfolk Rugby Club Limited



Disciplinary Policy Club Members

1. Disciplinary Committee

In the event of it being alleged that any club member or members have acted in breach of any of the club rules, or has acted in a manner prejudicial to the interests of West Norfolk Rugby Football Club Ltd. or in a manner unbecoming to the club ethos or culture, disciplinary action may be considered.

Disciplinary action may also be considered if any club member or members brings the club into disrepute by using social media in an unacceptable and offensive manner. "Unacceptable" in these terms means expressing views about the club and/or individuals connected with the club, or other clubs which are knowingly inaccurate, showing disrespect for others or being libellous towards them.

The Chair of the Club will act as Chair of Discipline for the matter. The Chair of Discipline for the matter will arrange for the complaint to be investigated. Any complaint must be forwarded to the Chair of Discipline or any club director as soon as possible from the date of an alleged incident.

If, on investigation, there appears to the Chair of Discipline, or in his/her absence or incapacity the Secretary of the club, to be substance in the allegation, (s)he shall appoint two (2) other directors, excluding the Club President and any member who has been involved with or involved in the alleged incident, or has an interest in the allegation or the accused, to form a Disciplinary Committee to consider the allegation and adjudicate on the said incident. The member or members against whom the allegation is made can, with suitable reason, object to members of the Disciplinary Committee.

The member or members against whom the allegation is made will be given the opportunity to appear before this Disciplinary Committee and give evidence or make representation to it. The member or members may also call upon other club members or third parties to give evidence for them.

The member or members, against whom the allegation has been made, will have the right for another club member or members, lay person or legal representative to accompany them to the Disciplinary Committee

If, beyond reasonable doubt, the Disciplinary Committee is satisfied that the allegation is proven, the Disciplinary Committee is empowered to impose such penalties as it deems appropriate, including expulsion from the club. A written judgement will be available within Seven (7) days of the verdict.

2. Appeals

A club member or members, against whom an allegation has been proven, shall have the right to appeal against the Disciplinary Committee's findings. This appeal will be made to an Appeals Committee comprising three (3) members of the club chaired by the club President (or in his/her absence or incapacity the Secretary or Chair of the club), none of whom served on the original Disciplinary Committee and who have not been involved with in the alleged incident, or has an interest in the allegation or the accused.

The member or members against whom the allegation is made can, with suitable reason, object to members of the Appeals Committee.

Notice of any such appeal shall be provided to the Chair of Discipline for the matter in writing within seven (7) days of the date on which the written notification of the Disciplinary Committee was given. Any penalties imposed by the Disciplinary Committee will be suspended pending the determination of the Appeals Committee.

3. Appeals Committee

The Appeals Committee shall afford the club member or members against whom the allegation is found proven, the opportunity to appear before the Appeals Committee and provide evidence or make representations to it.

The Appeals Committee are given the power to confirm, vary, or set aside the decision of any penalties imposed by the Disciplinary Committee.

The decision of the Appeals Committee shall be final.

4. Penalties

Any financial penalty shall be payable within seven (7) days of receipt of the written notification of the Disciplinary Committee, or, as the case may be, the Appeals Committee.

A member or members who fails to pay such a financial penalty, or refuses to adhere to the Disciplinary Committees or the Appeals Committees decision or decisions, will automatically be suspended from membership of West Norfolk Rugby Football Club Ltd. and denied all membership benefits until the penalties are adhered to.

Any club member or members whose right of appeal provided in paragraph two (2) is unsuccessful will, in addition to any penalty imposed, pay to West Norfolk Rugby Football Club Ltd. the costs reasonably incurred by West Norfolk Rugby Football Club Ltd. in hearing the appeal, to a maximum of £50.00.

If the club member or members are successful in their appeal by proving an incorrect ruling or an injustice by the Disciplinary committee the Club will be responsible for any costs incurred, to a maximum of £50.00.